# Equal Employment Opportunity (EEO) Information Briefing

16 March 2006

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# EEO Information Briefing

- Purpose is to provide information on the:
  - Goals and objectives of the HQDA EEO Program
  - HQDA EEO Program evaluation process
  - Implementation of the EEO program at Ft. Gordon

# Equal Employment Opportunity (EEO)

- US Army - "The **Model Employer** With A Diverse Workforce Founded Upon Equality Of Opportunity."

# Equal Employment Opportunity (EEO)

- **Equal Employment Opportunity (EEO)** embodies the principle of **fair treatment** in Federal employment and personnel matters without regard to race, color, sex, religion, national origin, age or physical or mental disability.

# EEO OBJECTIVES

- **To oversee and monitor compliance** of Equal Employment Opportunity and Affirmative Employment **policies, practices, and procedures.**

- To ensure that **all stakeholders and applicants have equal opportunity and access to engage in fair competition for employment opportunities** and other programs administered by the Army.

- **To administer a customer focused program that prevents and eliminates discrimination** and ensures fair competition regardless of race, age, sex, color, religion, national origin, physical/mental disability, , national origin, religion, disability or reprisal.

# MANAGEMENT DIRECTIVE 715
## (MD-715)

- **A Tool to Evaluate Compliance with Federal Statutory Requirements and HQDA Directives**
  - **ORIGINATOR.** Equal Employment Opportunity (EEO) Commission, Office of Federal Operations.
  - **PURPOSE. This Directive provides policy guidance and standards for establishing and maintaining effective affirmative programs** of equal employment opportunity under Section 717 of Title VII (PART A) and effective affirmative action programs under Section 501 of the Rehabilitation Act (PART B). The Directive also sets forth general reporting requirements (PART C). Additional guidance and instructions for implementing the policies set forth herein will be issued separately.
  - **POLICY INTENT.** The overriding objective of this Directive is to ensure that all employees and applicants for employment **enjoy equality of opportunity in the federal workplace regardless of race, sex, national origin, color, religion, disability or reprisal** for engaging in prior protected activity.

# MD-715 Benchmarks

- **Civilian Labor Force (CLF)**
  - **Civilian Labor Force** represents the number of persons sixteen years of age or older employed or seeking employment. **Civilian labor force statistics are developed by the Bureau of the Census U.S. Department of Commerce.**
- **National Civilian Labor Force (NCLF)**
  - Represents the number of persons sixteen years of age or older employed or seeking employment developed from **national** labor force statistics.
- **Regional Civilian Labor Force (RCLF)**
  - Represents the number of persons sixteen years of age or older employed or seeking employment developed from **regiona**l labor force statistics.

# Concept of Parity

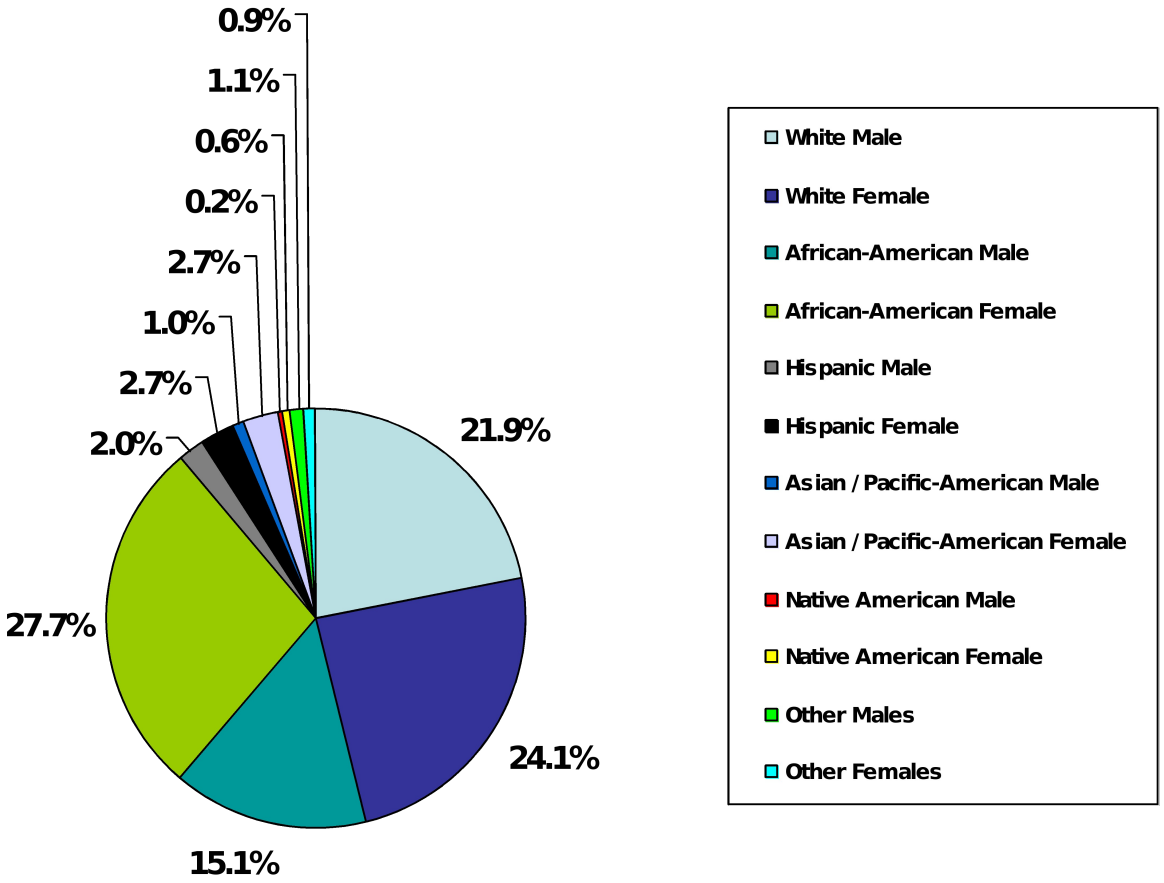
## Of Ft Gordon Workforce with NCLF/RCLF

- **Parity is a Benchmark to achieve**
- **Parity is not a goal to exceed**

# Name of Occupational Categories

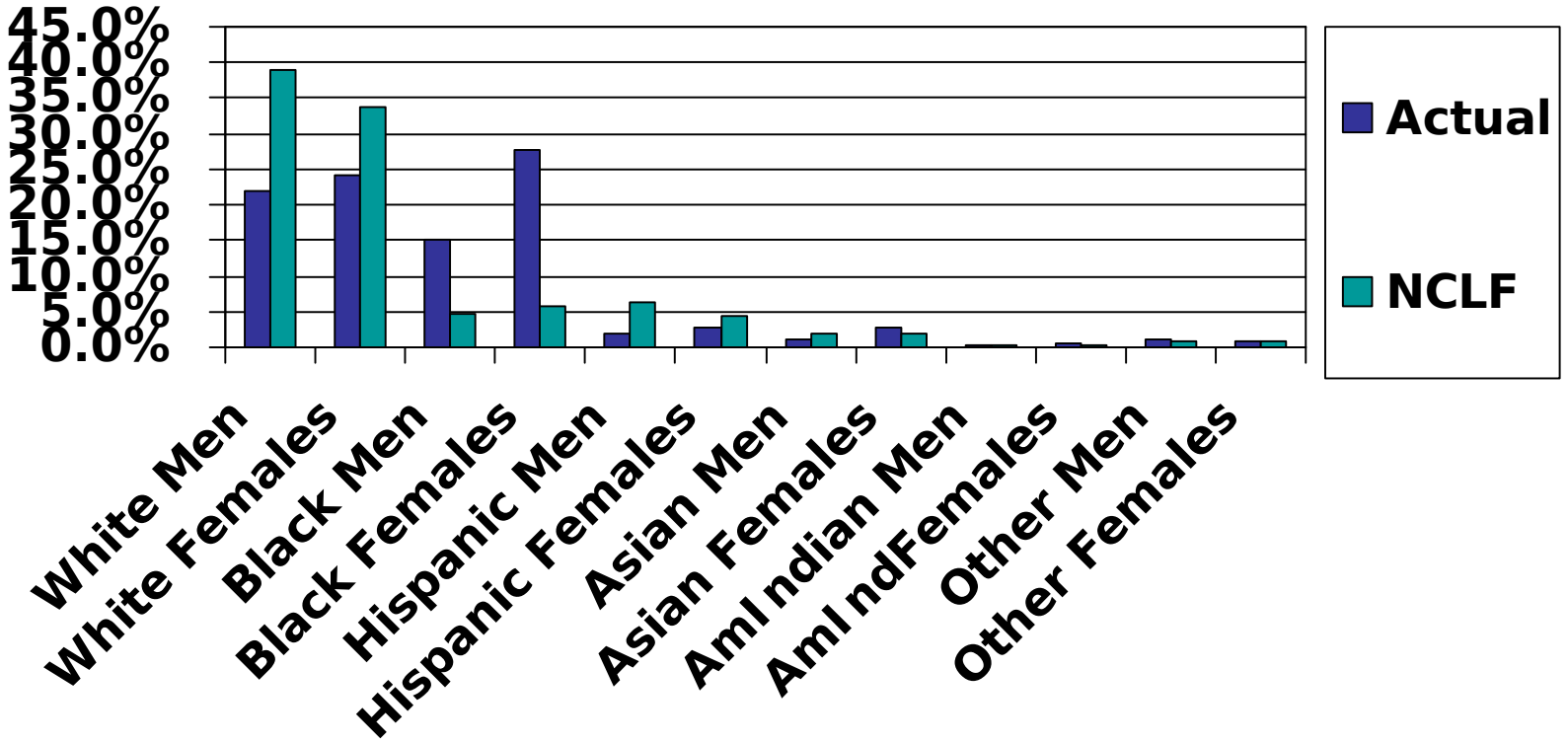
- **FED 9**
  - Officials and Managers
  - Professionals
  - Technician
  - Sales Workers
  - Administrative Support Worker
  - Craft Workers
  - Operatives
  - Laborers
  - Service Workers

# Ft. Gordon Demographics
## by Race Ethnicity/Sex



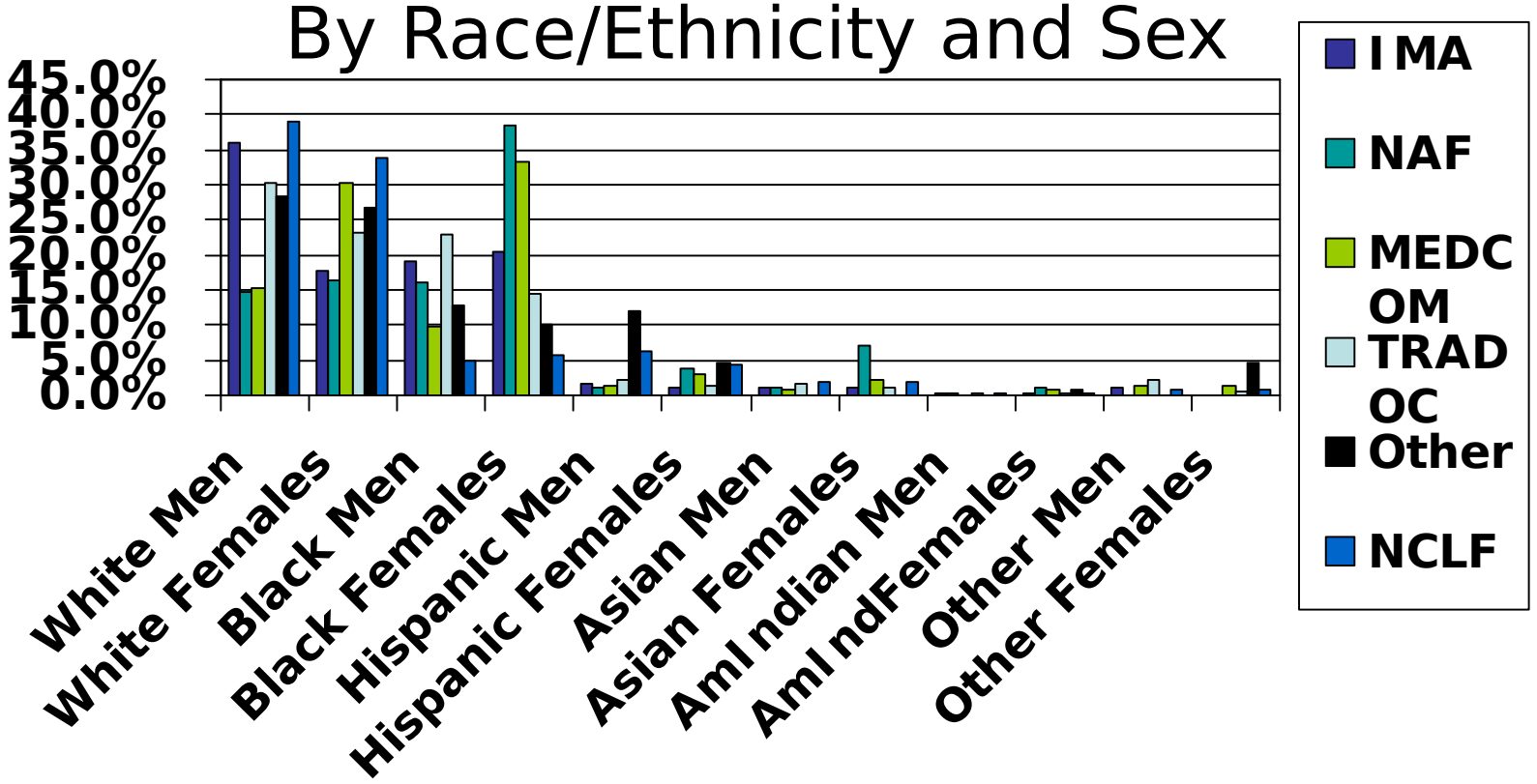
# Ft. Gordon Demographics

## By Race Ethnicity and Sex



# Total Workforce by Component

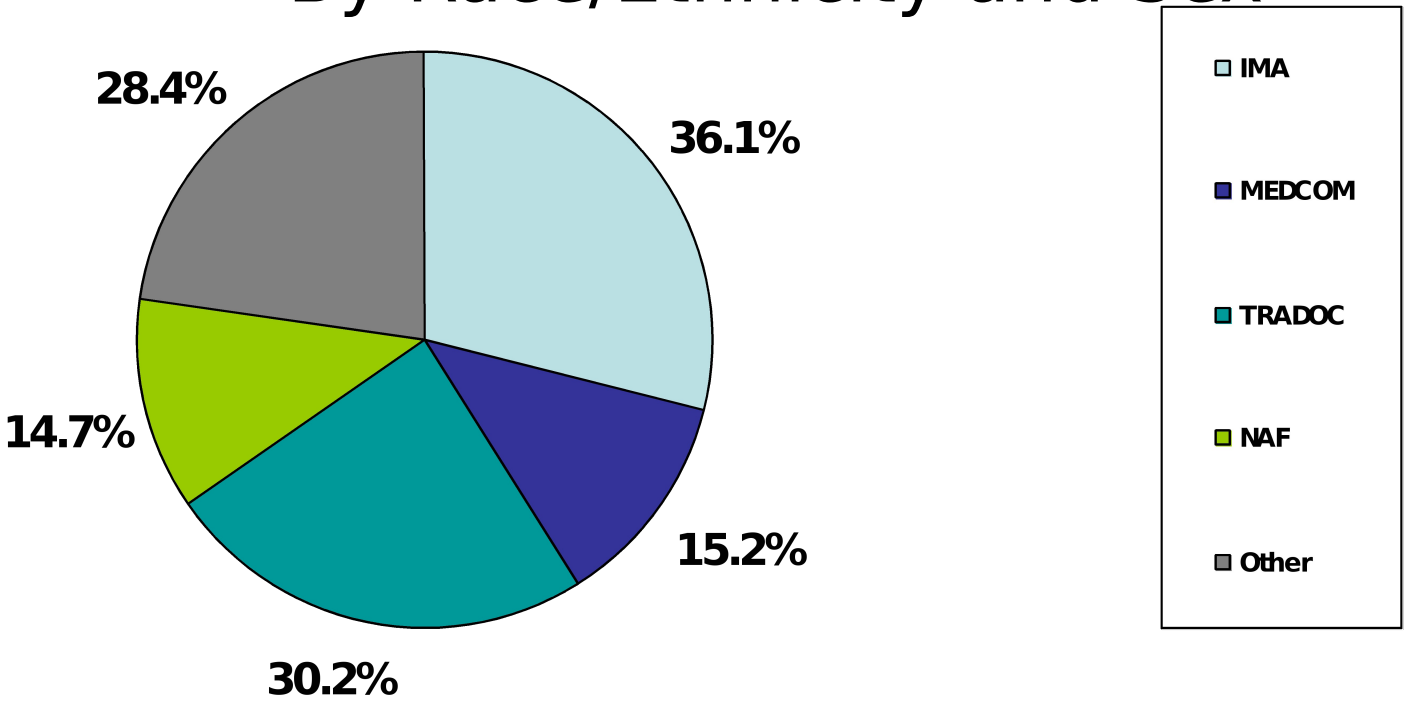
## By Race/Ethnicity and Sex




Compares Ft. Gordon Workforce Components against NCLF.

# Total Workforce by Component

## By Race/Ethnicity and Sex




Presents Ft Gordon Components - minus NCLF.

# Plan of Action

- We are doing a good job – but need to do better in the following areas:
- High grades (GS12-15) – Minorities/White Women
- Ensure fair treatment for the hiring of disabled employees to include employees with targeted (severe) disabilities
  - Disabled employees
  - Targeted disabled employees

# MD 715 Goals/Objectives

## (Scheduled to be Completed this Year)

- Review Recruitment/Personnel Actions (Statistical Sampling)
  - High-grade hiring actions
  - Employees with disabilities

- Prepare Reasonable Accommodation Guide

- Alternate Dispute Resolution (ADR) Policy

- Develop Mandatory First Time and Refresher Supervisory & Employee EEO Training Schedule

# Reasonable Accommodation Meaning

- **Reasonable Accommodation** is a change made by management to the **terms and conditions of an individual's employment**. Such changes are usually required to accommodate an employee's or applicant's known disability or religious beliefs, unless this would create an undue hardship on the agency .

# Projected Training
## Prevention of Sexual Harassment
## (POSH)

- Long Term Goals: Conduct Mandatory Training
  IAW HQDA Guidance – Every Other Year
- It is important for everyone to understand that the Agency is **LIABLE** regardless of whether or not - acts were authorized or forbidden and regardless of whether employees knew or should have known

# Long-Term Plan

- Implementation of Mentorship Program for all garrison employees – run by the Special Emphasis Program Committee
- Implementation of a Multi-Ethnic Group Day
- Continuation of Mandatory & Refresher Training for Supervisors & Employees

# MD 715 Goals/Objectives
## (Scheduled to be Completed this Year)
## Training Plan Continued

- Employee Mandatory Training
  - 20 April 06
  - 18 May 06
  - 15 June 06

Registration – Training Coordinators
Olmstead Hall – 1:30 – 3:30

# MD 715 Goals/Objectives
## (Scheduled to be Completed this Year)
## Training Plan Continued

- Refresher Training for Employees – 21 March 06 – 0900-1130
- Refresher Training for Supervisors – 1300 – 1530

**Both trainings address the importance of total Army Performance Evaluation Systems (TAPES)**

# MD 715 Goals/Objectives
## (Scheduled to be Completed this Year)
## Training Plan Continued

- Performance Counseling for Supervisors
  August timeframe

- Reasonable Accommodation Training
  October timeframe

# SPECIAL THANKS

Please pass on my thanks to those individuals who have volunteered as EEO Counselors.